

# Aspiritech

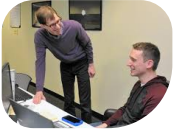
# Impact Framework



# Contents

|                                         |    |
|-----------------------------------------|----|
| Impact Framework Summary                | 3  |
| What is the UpMetrics Impact Framework? | 5  |
| Why is this important?                  | 5  |
| Vision, Mission, Values, Themes         | 6  |
| <b>Dimensions</b>                       |    |
| Who are we serving                      | 7  |
| What are we delivering and how much     | 8  |
| What is the quality of our delivery     | 9  |
| Are those we serve better off           | 10 |
| Community Contribution                  | 11 |

# Impact Framework Summary



## Who are we serving

The people that you serve and are helping.

- 01 Offer meaningful employment to autistic adults

2 KIs



## What are we delivering and how much

The programs or services you are delivering for the people you serve.

- 01 To create a company that proves the power of autistic employment
- 02 To create a sense of community among autistic adults
- 03 Offer training and support to the neurodivergent community to begin their careers

1 KIs

2 KIs

2 KIs



## What is the quality of our delivery

How you ensure what you are delivering is quality and that your team is executing at a high level.

- 01 For our team members to find growth and fulfillment in their employment
- 02 For our team members to find a sense of welcoming and inclusion at this organization
- 03 To create a company where customers share in our mission

3 KIs

2 KIs

2 KIs

# Impact Framework Summary



## Are those we serve better off

How the people you serve are better due to the quality services you provided.

- 01 To set our team members up for career growth 2 KIIs
- 02 To set our team members up for financial success 2 KII
- 03 To give our team members more confidence to improve their lives and improved mental health 1 KII



## Community Contribution

Impact is a collective effort. There are two types of community contribution, direct and indirect. Direct contribution is an extension of your better off KIIs. Indirect contribution is often tied to your vision statement. Your defined target community should take geography and demographics into consideration.

- 01 To promote our offerings to a wider neurodivergent community 2 KIIs
- 02 To create a culture of inspiration and guidance for neurodivergent students and adults 2 KIIs
- 03 To create a library of resources for neurodivergent adults and families 2 KIIs



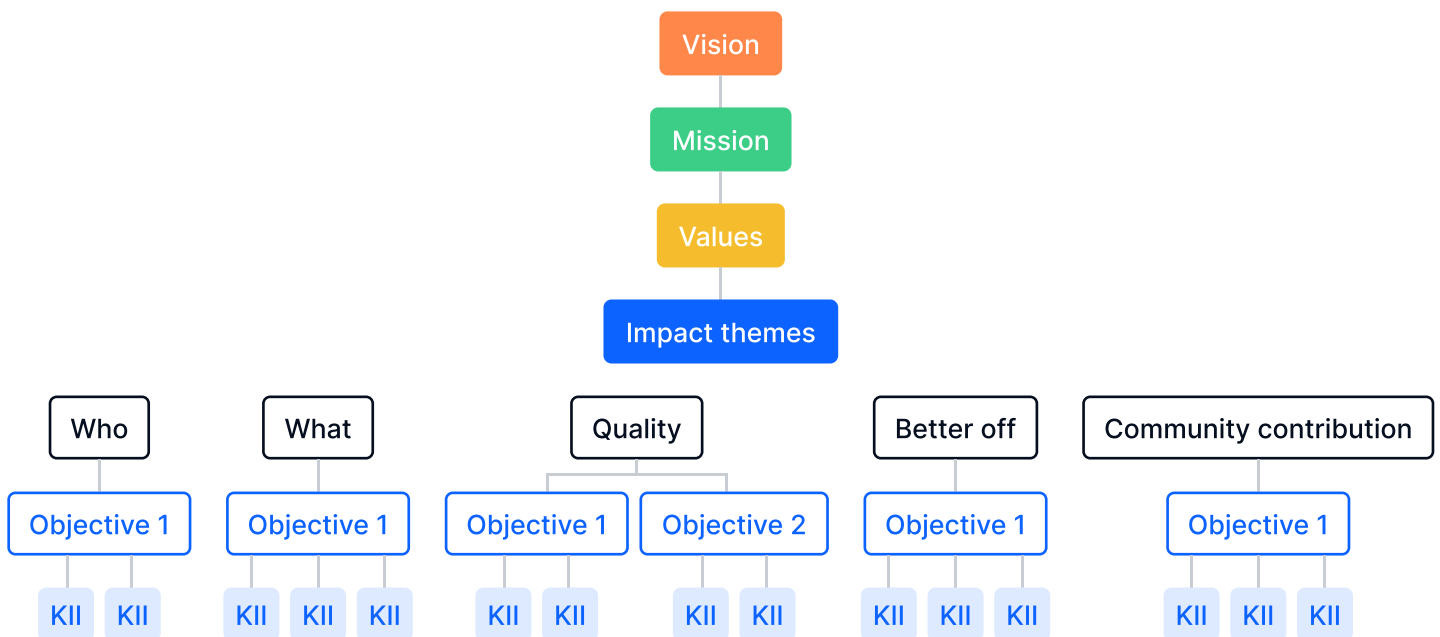
# What is the Impact Framework?

An Impact Framework is a structured approach that helps mission-driven organizations define and operationalize their impact - allowing teams to identify, measure, and communicate their social or environmental impact.

## Why is this important?

UpMetrics' impact measurement and management platform helps purpose-driven organizations maximize positive social outcomes by making it easy to collect and use data to measure, improve, and report on impact - then share their story with the world. This structure is valuable in creating a data-driven story of impact and tying quantitative measures to how your organization is driving towards the success of your vision.

Find out more about the framework including what terms like dimensions, objectives and KIIs are at [UpMetrics.com](https://UpMetrics.com)



# Vision

Working together for a world that embraces neurodiversity by valuing talents, supporting challenges, and welcoming differences.

# Mission

Aspiritech is a world-class QA testing company that empowers individuals on the autism spectrum to fulfill their potential through meaningful employment combined with social opportunity.

# Themes

Neurodivergence Inclusion



# Who are we serving

## Objective 1

### Offer meaningful employment to autistic adults

- Number of full-time employees
- Number of hourly employees



# What are we delivering and how much

## Objective 1

To create a company that proves the power of autistic employment

- Number of clients

## Objective 2

To create a sense of community among autistic adults

- Number of SUO programs
- Number of SUO attendees

## Objective 3

Offer training and support to the neurodivergent community to begin their careers

- Number of courses offered
- Number of graduates



# What is the quality of our delivery

## Objective 1

For our team members to find growth and fulfillment in their employment

- Engagement score
- Total annual revenue
- Number of neurodivergent leaders

## Objective 2

For our team members to find a sense of welcoming and inclusion at this organization

- Participation in ERG/inclusion groups
- Engagement score

## Objective 3

To create a company where customers share in our mission

- Customer happiness score
- Customer churn rate



# Are those we serve better off

## Objective 1

To set our team members up for career growth

- Promotions
- Number of training opportunities participated in

## Objective 2

To set our team members up for financial success

- Average salary
- Average retirement contribution

## Objective 3

To give our team members more confidence to improve their lives and improved mental health

- Number of mental health offerings and participants



# Community Contribution

## Objective 1

To promote our offerings to a wider neurodivergent community

- Number of engaged email recipients (Total, open rate)
- Number of social fans (Facebook, LinkedIn, Instagram, Substack)

## Objective 2

To create a culture of inspiration and guidance for neurodivergent students and adults

- Open house attendees
- Number of school`s/partner organizations we're working with

## Objective 3

To create a library of resources for neurodivergent adults and families

- Number of resources available
- Number of visitors to the library